

Debra Thompson

From: Nicole and Alec McMurren <alecandnicmc@yahoo.com>
Sent: Monday, May 1, 2023 11:26 AM
To: Assembly
Subject: Learning from Unintended Consequences
Attachments: FLA-LR_Guide_2020.pdf

Greetings. I'm writing in regard to tomorrow's assembly meeting where on the agenda resides item 15-J - Borough Hiring Procedures Review: Assembly Members Newman and Meucci request Assembly approval to direct Borough Administration to hire an independent specialist to review the Borough's current hiring procedures. A few thoughts, and I do apologize they are coming so close to the meeting.

Though commenting as a community member, I work for the USDA Forest Service where I have been exposed to an approach to safety that is based on non-punitive learning. One tool that is often employed is what is called a Facilitated Learning Analysis (FLA). This process allows an external viewing of an incident that had unintended consequences, to create a learning environment and understanding of what contributed to a particular incident in order to take corrective actions towards prevention. I believe that a process similar to this could be quite helpful to the Borough and our community as we learn and heal from the events of July 4, 2016. I have attached the (lengthy - sorry!) guide that is utilized when such a review is undertaken by a land management agency such as the Forest Service. If at all possible please take even a high level look at this document to get a base understanding of what the process can offer.

While the document enclosed reflects the process used by large government entities, I have reached out to a Dr. Fox of Texas State University who conducts FLAs (and provided this enclosure), to glean information on what resources or processes might be available to, or best suited for, small municipalities. As she is taking time from sabbatical I am only able to connect with her tomorrow morning and hope to bring information on that learning to the assembly meeting tomorrow.

Other possible places to go to for assistance might include the State Office of Occupational Health and Safety, the Alaska Municipal League, or nationwide groups that are geared to assisting small communities.

As the Assembly weighs this topic, I would also encourage you to broaden the scope beyond current hiring practices. Safety practices and communication protocols (internal and external) are also of key concern in this incident and should be examined in order to provide us a robust review of the incident. Further, restricting the review to current HR practices may cloud the connections between communication choices and safety policies.

At the close of tomorrow's meeting, there may not be a crystal clear idea of what a review might look like in terms of scope, timeframes, or costs. That being said, it is my hope that the Assembly is willing to explore this concept further to craft a review that will hold meaningful outcomes for our community.

In closing, I encourage the Borough to employ an outside resource, not beholden to the Borough, to guide us through a robust review of applicable safety, human resource, and communication policies and practices at play at the time of the incident to assist us in learning all we can so that we can prevent any such event in the future, and have clear plans, roles and responsibilities in place to respond effectively and humanely should we experience such an event again.

I thank each of you for your service. I recognize this is not the type of work you may have expected to encounter when you raised your hands to serve on the Borough Assembly and appreciate your attention to this matter. I am happy to discuss further and be of service in any way as this process moves forward.

Sincerely,

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Note: For the 93 page FLA-LR Guide attached to this email, please contact Clerk Thompson at dthompson@petersburgak.gov or 907-772-5405

Thank You.